

The 2005 Governor's Nursing Merit Award Application

Recognizing Excellence in the Practice of Nursing

for

**Advanced Practice Nurse
Licensed Practical Nurse
Nurse Administrator
Nurse Educator
Nurse Manager
Nurse Researcher
Registered Professional Nurse**

**Administered by
The Governor's Nursing Merit Award Advisory Committee
New Jersey Department of Health and Senior Services**





State of New Jersey
DEPARTMENT OF HEALTH AND SENIOR SERVICES

PO BOX 360
TRENTON, N.J. 08625-0360

www.state.nj.us/health

Acting Governor Richard J. Codey

Acting Commissioner Fred M. Jacobs, M.D., J.D.

December 2004

Dear Colleague:

It is a pleasure to send you the application for the year 2005 Governor's Nursing Merit Awards. The Department of Health and Senior Services' Nursing Merit Award Advisory Committee, which administers this important award program, joins me in encouraging your organization to nominate candidates in all the award categories.

Through this award program the Governor honors individuals who demonstrate excellence in nursing and recognizes the vital contribution of the nursing profession to our state's healthcare system. This award provides an opportunity to recognize the unique blend of technical excellence and human compassion required of our nursing professionals.

Please distribute this information to your staff; including administrators, educators, researchers, and other leaders within your organization or point them to the application on the web at www.NJSNA.org/GNMA. We ask you encourage applications via your organization's intranet or web site, as well.

Many providers have established formal internal processes for nominating candidates for these awards. Your institution/agency may wish to make arrangements to publicly honor your nominees. Public recognition is an important goal of the awards program as it helps to reinforce the crucial role of the nursing profession in the healthcare delivery system.

Award recipients will be chosen for each award category by selection panels composed of Nursing Merit Award Advisory Committee members. Applications must be complete and either **received or postmarked by February 28, 2005**. All nominees will be acknowledged in writing. Award recipients will be notified by their nominators.

The Department is pleased to invite members of your organization, nominees, family and friends to attend the awards dinner on **Wednesday, June 8, 2005**, from 5:15 p.m. until 9:00 p.m. at the Hyatt Regency Princeton Hotel. Invitations will be mailed to your organization and to all nominees. Award recipients and a guest will attend this exciting event as our guests. Please save the date; we look forward to enthusiastic representation by your organization at the awards dinner.

Thank you for your participation in this program and your contributions to the vitality of nursing. If you have any questions, please call Nancy Gill at (609) 883-5335, ext. 14.

Sincerely,

A handwritten signature in cursive script that reads "Jane Adams".

Jane Adams, MS, RN
Chair, Governor's Nursing Merit Award Advisory Committee

Instructions for Completing the 2005 Governor's Nursing Merit Award Application

There are twelve award categories. Please note that the **categories have been revised** for this year's application to reflect the changes in the nursing environment.

Advanced Practice Nurse
Licensed Practical Nurse: Acute Care
Licensed Practical Nurse: Post-acute Care
Nurse Administrator
Nurse Educator
Nurse Researcher: Expert
Nurse Researcher: Proficient
Registered Professional Nurse: Acute Care
Registered Professional Nurse: Post-acute Care
Registered Professional Nurse: Community Health
Registered Professional Nurse: Manager, Acute Care
Registered Professional Nurse: Manager, Post-acute Care

Health care facilities, agencies, or organizations may, at their discretion and with the consent of the nominated nurse, submit an application for any category. A facility, agency organization or individual may develop its own selection process for choosing a nominee. A candidate may also self-nominate. **Please note that prior recipients will not be eligible candidates for the same category for which they were previously selected.**

Tips for Completing a Competitive Application

(All applications must be complete in order to be considered.)

- Type the entire application. Handwritten forms or applications will be returned. New this year, you may fill in the form online at the Department of Health and Senior Services (www.state.nj.us/health) or at The New Jersey State Nurses Association web site (www.NJSNA.org/GNMA). Then print the application and mail it in. No faxed or emailed applications will be accepted.
- The Nominee Information Form must be used. Do not retype. This form must be on the top of the application.
- Applications must be complete. Every question must be answered and will be scored. All categories must be completed unless otherwise indicated. Unfortunately, if a question is not answered, the application will not be considered.
- Please observe, and do not deviate from, the criteria in the application.
- Do **not** include the following: cover letter; cover page; video; letter of reference; pamphlets; job evaluation; newspaper clippings; educational materials; flyers; copies of articles; or any other addenda.
- Put the applications together in this order
 1. Nominee Information Form
 2. Nominator's questions
 3. Nominee's final question
 4. Nominee's resume or curriculum vitae

- Applications must be stapled or screw posted together. Do not put the application in a three ring binder.
- Six (6) copies of each application (seven (7) for registered nurse) must be submitted.
- Only hard copies will be accepted.

This application is available at our Web site: www.state.nj.us/health as well as www.NJSNA.org/GNMA.

The Process

Applications must be received at the following address or post marked **no later than 5:00 p.m. on Monday, February 28, 2005:**

Governor's Nursing Merit Award
c/o Nancy Gill
New Jersey State Nurses Association
1479 Pennington Road
Trenton, New Jersey 08618

Applications received will be logged and tracked by The Institute for Nursing. The applications will then be forwarded to the review panels for scoring. Incomplete applications will not be scored. The nominator will be informed by the Chair of the Commissioner's Nursing Advisory Committee if an application will not be considered.

A letter of acknowledgement will be sent to all nominees. Nominators will be notified by telephone if their nominee is selected to be a recipient for the 2005 Governor's Nursing Merit Award (GNMA).

All award recipients will be presented with a plaque at the June 8, 2005 GNMA dinner. All nominees who meet the criteria for their category and have submitted a competitive application will receive a certificate signed by the Commissioner of Health and Senior Services. All nominees present at the GNMA dinner will be recognized by name and presented with their certificate.

If you have any questions, please call Nancy Gill at (609) 883-5335 or email her at Nancy@NJSNA.org

THE GOVERNOR'S NURSING MERIT AWARD NOMINEE APPLICATION
(THIS FORM **MUST** BE USED)

Award Category:

NOMINEE INFORMATION

Name and credentials listed as nominee wishes them to appear on his/her certificate.

Home street address

City, state, zip

Phone numbers: (H) _____ (W) _____

New Jersey License Number: RN _____ LPN _____

Educational History of Nominee

	Institution	Dates Attended	Degree Received
Nursing Program		From To	
College or University		From To	
Graduate Program		From To	
Other		From To	

Please include a copy of the nominee's resume or curriculum vitae in the application package.

SPONSORING AGENCY

Nominator name, title, credentials

Agency name

Street address

City, state, zip

E-mail address _____ Phone numbers: (H) _____ (W) _____

PROFESSIONAL ADVANCED PRACTICE NURSE NOMINATION CRITERIA

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility (e.g., Nurse Practitioner, Clinical Nurse Specialist, Nurse Midwife, or Nurse Anesthetist)
- c. List nominee's degrees and certifications. Nominee must possess certification from the New Jersey Board of Nursing. The certificate number from the Board must be appended.
- d. Attach nominee's job description to the application for this award

2. Environment for Practice and Leadership (40 points)

Describe how the nominee:

- a. evidenced exemplary clinical skills
- b. supported nursing research
- c. used health care resources effectively and efficiently
- a. provided consultation that supports the application of expert clinical skills
- b. promoted excellence in patient care through needs assessment, program development and analysis of patient care outcomes

3. Scope of Influence (30 points)

- a. Identify areas in which the nominee has taken an active role in the development/evaluation of policies affecting patient care management (e.g., case management, team nursing)
- b. Discuss the extent to which the nominee has supported or contributed to the advancement of nurses and the nursing profession

4. Additional Information (5 points)

If there is additional information, such as special projects, public speaking, contributions to nursing literature, and participation and as a nurse in research studies, **that has not previously been included in this application**, and that you would like to make known about the nominee, please include it in this part of the application.

5. Reflective Practice (25 points)

Describe the most challenging situation you have addressed in your role as an Advanced Practice Nurse, providing a description of the problem resolution process you undertook. This final problem and solution must be **written by the nominee and should not repeat information described in the body of the application**.

- a. **Identification Process and Description of the Problem**
Considerations: How was the nursing process used? What elements of critical thinking were applied?
- b. **Analysis of the Problem**
Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?
- c. **Implementation of the Solution**
Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of this challenge go beyond the job description/expectations?
- d. **Outcomes**
Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

LICENSED PRACTICAL NURSE NOMINATION CRITERIA

Acute Care or Post-acute Care

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. Indicate award category as Acute Care or Post-acute Care

2. Clinical Practice (50 points)

Describe how the nominee has

- a. applied the nursing process
- b. participated in the development and maintenance of standards and use of evidenced based practice for performance improvement activities
- c. served as a patient advocate
- d. participated as an integral member of the interdisciplinary health care team

3. Professional Qualities (20 points)

Identify ways in which the nominee has contributed to the profession, including

- a. leadership activities
- b. professional development activities such as memberships in professional organizations; and participation in continuing education
- c. community service

4. Additional Information (5 points)

If there is additional information, such as special projects, public speaking, contributions to nursing literature, and participation as a nurse in research studies, **that has not previously been included in this application**, and that you would like to make known about the nominee, please include it in this part of the application.

5. Reflective Practice (25 points)

Describe the most challenging situation you have addressed in your role as a licensed practical nurse, providing a description of the problem resolution process you undertook. This final problem and solution must be **written by the nominee and should not repeat information described in the body of the application.**

a. **Identification Process and Description of the Problem**

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. **Analysis of the Problem**

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. **Implementation of the Solution**

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of this challenge go beyond the job description/expectations?

d. **Outcomes**

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

NURSE ADMINISTRATOR NOMINATION CRITERIA

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. List nominee's degrees (nominee must possess a minimum of a master's degree in nursing or a related field)
- d. Indicate number of staff nominated for Governor's Nursing Merit Award
- e. Attach nominee's job description to the application for this award

2. Environment for Practice (45 points)

Describe how the nominee:

- a. created an environment that fosters exemplary practice
- b. demonstrated leadership in the organization and in the community it serves
- c. created an environment supportive of the recruitment, retention and advancement of nurses and teamwork and collaboration with all health care providers in the organization
- d. supported nursing research
- e. used health care resources effectively and efficiently
- f. took an active role in advocacy, the development and implementation of public health policy or participation in social and policy change, either within the organization of employment or with external agencies

3. Scope of Influence (10 points)

Describe how the nominee has:

- a. served in a consultant capacity outside of the institution where employed and how this has impacted health care
- b. received state or national recognition (this may include certification)
- c. presented or published

4. Additional Information (5 points)

If there is additional information, such as special projects, public speaking, contributions to nursing literature, and participation as a nurse in research studies, **that has not previously been included in this application**, and that you would like to make known about the nominee, please include it in this part of the application.

5. Reflective Practice (25 points)

Describe the most challenging situation you have addressed in your role as a nurse administrator, providing a description of the problem resolution process you undertook. This final problem and solution must be **written by the nominee and should not repeat information described in the body of the application.**

a. Identification Process and Description of the Problem

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. Analysis of the Problem

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. Implementation of the Solution

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of this challenge go beyond the job description/expectations?

d. Outcomes

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

NURSE EDUCATOR NOMINATION CRITERIA

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. List nominee's degrees (nominee must possess a minimum of a master's degree in nursing, or a related field)
- d. Indicate number of staff nominated for Governor's Nursing Merit Award
- e. Attach nominee's job description to this application

2. Education (35 points)

- a. Describe how the nominee has established an educational framework supporting the development of clinical knowledge and skills that will advance the practice of direct nursing care
- b. Describe how the nominee has worked with students or personnel/patients to establish their goals and facilitate progress through their educational/clinical program

3. Scholarship – complete a, b, or c (25 points)

- a. Explain how the nurse educator participated in patient assessment through the development of screening tools, research projects or epidemiological studies.
- b. Describe the nominee's scholarly productivity: this may include the conduct and dissemination of research; presentations at regional and national conferences; or integration and synthesis of past research. (Attach a list of publications and presentations and submit **two** examples of nominee's scholarly work).
- c. Give examples of the scholarship of teaching: "explore the frontiers of knowledge, integrate ideas, connect thought to action, actively engage in policy formulation, build networks of knowledge through collaboration, create innovative curricula and inspire students" (in Boyer, Ernest; Scholarship Reconsidered: 1990).

4. Scope of Influence (10 points)

Describe how the nominee has met the following criteria:

- a. served in a consultant capacity outside of the institution where employed and how this has impacted health care
- b. received state or national recognition (this may include certification)
- c. presented or published

5. Additional Information (5 points)

If there is additional information, such as special projects, public speaking, contributions to nursing literature, and participation as a nurse in research studies, **that has not previously been included in this application**, and that you would like to make known about the nominee, please include it in this part of the application.

6. Reflective Practice (25 points)

Describe the most challenging situation you have addressed in your role as a Nurse Educator, providing a description of the problem resolution process you undertook. This final problem and solution must be **written by the nominee and should not repeat information described in the body of the application**.

a. Identification Process and Description of the Problem

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. **Analysis of the Problem**

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. **Implementation of the Solution**

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of this challenge go beyond the job description/expectations?

d. **Outcomes**

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

NURSE RESEARCHER - EXPERT NOMINATION CRITERIA

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. List nominee's degrees (nominee must possess a minimum of a master's degree in nursing or a related field)
- d. Attach position description to the application for the award

2. Abstract (40 points)

Complete the abstract form for each research project

3. Scope of Influence (15 points)

Describe how the nominee has:

- a. received state or national recognition (this may include certification)
- b. presented or published (list publications and/or scholarly presentations resulting from research studies)
- c. influenced the profession of nursing

4. Collaboration and Mentoring (15 points)

Describe how the nominee has:

- a. developed other nurse researchers
- b. participated in collaborative interdisciplinary research

5. Additional Information (5 points)

If there is any additional information **that has not previously been included in this application** that you would like to make known about the nominee, such as special projects, public speaking, and/or contributions to nursing literature, please include it in this portion of the application.

6. This final problem and solution must be written by the nominee. (25 points)

Describe the most challenging situation you have addressed in your role as a nurse researcher providing a description of the problem resolution process you undertook.

a. **Identification Process and Description of the Problem**

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. **Analysis of the Problem**

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. **Implementation of the Solution**

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of the challenge go beyond the job description/expectations?

d. **Outcomes**

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

Abstract for Research Project
(Complete this form for each research project.)

Title of project _____

Date completed: _____

Funding: Internal (describe source) _____

 External (describe source) _____

Role of Nominee: Principal Investigator

 Co-Investigator

 Other (briefly describe)

Please write an abstract for this research project. (Please limit description to this area.)

NURSE RESEARCHER - PROFICIENT NOMINATION CRITERIA

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. List nominee's degrees (nominee must possess a minimum of a master's degree in nursing or a related field)
- d. Attach position description to the application for the award

2. Environment for Practice (40 points)

Describe how the nominee has:

- a. acted as the principal investigator on two or more independent research projects including pilot projects
- b. demonstrated research activity leading to a defined program of research

3. Scope of Influence (15 points)

Describe how the nominee has:

- a. disseminated research results to peers and the nursing community
- b. demonstrated involvement in professional organizations that promote research

4. Collaboration and Mentoring (15 points)

Describe how the nominee has:

- a. mentored other staff members in research projects
- b. participated in research related activities, e.g., IRB, Nursing Research Committee, Journal Club, Evidence Based Practice Committee

5. Additional Information (5 points)

If there is any additional information **that has not previously been included in this application** that you would like to make known about the nominee, such as special projects, public speaking, and/or contributions to nursing literature, please include it in this portion of the application.

6. This final problem and solution must be written by the nominee. (25 points)

Describe the most challenging situation you have addressed in your role as a nurse researcher providing a description of the problem resolution process you undertook.

a. **Identification Process and Description of the Problem**

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. **Analysis of the Problem**

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. **Implementation of the Solution**

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of the challenge go beyond the job description/expectations?

d. **Outcomes**

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

REGISTERED PROFESSIONAL NURSE NOMINATION CRITERIA

Acute Care, Post-acute Care, or Community Health

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. Indicate award category as Acute Care, Post-acute Care, or Community Health

2. Clinical Practice (50 points)

Describe how the nominee has:

- a. applied the nursing process
- b. participated in the development and maintenance of standards and use of evidenced based practice for performance improvement activities
- c. served as a patient advocate
- d. participated as an integral member of the interdisciplinary health care team

3. Professional Qualities (20 points)

Identify ways in which the nominee has contributed to the profession, including

- a. leadership activities
- b. professional development activities such as memberships in professional organizations and participation in continuing education
- c. community service

4. Additional Information (5 points)

If there is additional information, such as special projects, public speaking, contributions to nursing literature, and participation as a nurse in research studies, **that has not previously been included in this application**, and that you would like to make known about the nominee, please include it in this part of the application.

5. Reflective Practice (25 points)

Describe the most challenging situation you have addressed in your role as a registered professional nurse, providing a description of the problem resolution process you undertook. This final problem and solution must be **written by the nominee and should not repeat information described in the body of the application**.

a. **Identification Process and Description of the Problem**

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. **Analysis of the Problem**

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. **Implementation of the Solution**

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of this challenge go beyond the job description/expectations?

d. **Outcomes**

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?

REGISTERED PROFESSIONAL NURSE MANAGER NOMINATION CRITERIA

Acute Care and Post-acute Care

Please supply all answers on a separate sheet of paper. Be sure to indicate the appropriate question number and heading.

1. General Information

- a. Identify job title
- b. List major areas of responsibility
- c. List nominee's degrees
- d. Attach nominee's job description to the application for this award

2. Environment for Practice (45 points)

Describe how the nominee

- a. provided nursing leadership in area of responsibility
- b. created an environment fostering evidence based, exemplary clinical practice
- c. created an environment supportive of nurse retention within the agency
- d. used health care resources effectively and efficiently
- e. supported clinical nursing research
- f. took an active role in health care advocacy outside of area of responsibility and/or agency

3. Scope of Influence (25 points)

Describe how the nominee has:

- a. served in a consultant capacity outside of the institution where employed and how this has impacted health care
- b. received state or national recognition (this may include certification)
- c. presented or published

4. Additional Information (5 points)

If there is additional information, such as special projects, public speaking, contributions to nursing literature, and participation as a nurse in research studies, **that has not previously been included in this application**, and that you would like to make known about the nominee, please include it in this part of the application.

5. Reflective Practice (25 points)

Describe the most challenging situation you have addressed in your role as a nurse manager, providing a description of the problem resolution process you undertook. This final problem and solution must be **written by the nominee and should not repeat information described in the body of the application.**

a. Identification Process and Description of the Problem

Considerations: How was the nursing process used? What elements of critical thinking were applied?

b. Analysis of the Problem

Considerations: Were creative alternatives identified? What barriers were identified, and how were they overcome?

c. Implementation of the Solution

Considerations: In what ways was the self used therapeutically? How were barriers overcome? What follow-through was indicated? In what ways did resolution of this challenge go beyond the job description/expectations?

d. Outcomes

Considerations: Were outcomes identified at the beginning of the process? In what ways were individuals empowered? What was the impact at the facility, community, state levels? What systems were changed?



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1479 Pennington Road
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